



Lessons from the Chinese Bamboo Tree: A Journey in School Turnaround

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Background

- Teacher of the Year
 - 36%-92% Proficiency
 - 2.5 years average in reading level
 - 5.5 point growth on ACT- 17.5-23
- White House Regional Finalist
- Principal of Baseline Academy
- First-generation college graduate

Philosophy

- Growth Mindset
- Celebration is the gateway to momentum
- Leadership based on relationships and shared identity
- Equity should be the bedrock of Arkansas education

Chinese Bamboo Tree



The Basics

- Trial and Error = Fertilizer
- Enthusiasm = Water



Core Values

- Family
- Leadership
- Empowerment
- Progress
- Student Centered



Winston Churchill

“Success is going from failure to failure without losing your enthusiasm.”



Baseline Motto

This is hard!

I can do hard!

Hard is fun!

The Importance of Mindset

- Story of the Two Wolves
- Emergency Brake
- “Your actions speak so loudly, I can not hear what you are saying.” ~ Ralph Waldo Emerson



Framework for Goal Setting and School Improvement

- Current Reality
- Ideal State
- Helpers, Hindrances, and Timeline

Baseline Academy Highlights

- Implementation of Wake-Up Baseline
- Transition Classrooms
- PBIS Introduction
- Data Reflection and Analysis

Highlights continued.....

- Home to School Advisors
- Translator
- Youth Specialist
- Extended Day

Challenges

- Pre Test/Post Test Implementation
- Building Positive Discipline Procedures
- Reality of Reading Level Deficiency
- High Number of D's and Fs
- ELL Disparities
- Large Mental Health Caseload
- Buy-In of Baseline Core Values

Growing as a Leader

- Crock Pot vs Microwave
- Bamboo Tree

Successes

- 3rd grade ELL students
 - Beginning of Year – 24% reading on grade level
 - End of Year – 80% reading on grade level
 - Carlos

Success continued...

- 2nd grade math
 - ITBS
 - 2015 – 13%
 - 2016 – 48%
 - Scholastic Math Inventory (SMI)
 - 1 1/2 year growth - schoolwide

Success Continued...

- Teacher/Student/Parent Surveys
- ELL Transition Pivot
- Tier II and III Reading Growth
 - 60% showed accelerated growth (1.25 years)
 - 3rd grade
 - 88% showed accelerated growth (1.25 years)

Reflection Academy

- Structure
- Teacher Input
- Self Assessment
- Next Steps for 2016-2017

Focus Areas for 2016-2017

- Increase RIGOR and EXPECTATION for academics and behavior
 - Math Block – conceptual and application mathematics
 - Reading – build student efficacy when accessing grade level text; non-fiction writing
 - Behavior – Increase positive student/student and student/teacher interactions

Focus areas continued.....

- TESS Domain 2a – Creating an Environment of Respect and Rapport
- TESS Domain 3b – Using Questioning and Discussion Techniques

2016-2017 Goals

- 1 ½ years reading level growth for all students
- 70% of students will be proficient or advanced on formative post tests
- Behavior Goal will be determined during back to school professional development

Support to Reach Goals

- 5:1 positive to negative teacher to student interaction ratio
- Daily conflict resolution lessons during morning meetings
- Power Hour for reading intervention
- Extended time for data reflection and intervention planning
- Teacher led professional development
- D's and F's goal setting

Reminders

- Chinese Bamboo Tree
- This is hard
- Core Values
- Breakthrough